December 12, 2014

Dear Princetonian,

As members of the Executive Committee of the Council of the Princeton University Community (CPUC), we are deeply dismayed by recent events, including those in Ferguson, Missouri and Staten Island, New York. We have been impressed with Princeton students’ demonstrations of solidarity with the victims and concerned citizens across the country and their linking of these national events with their experience in our campus community. We recognize that some students, faculty and staff – in particular, many students of color – have not experienced the campus as the safe and inclusive space that it should be. The consequences of our national history of discrimination and exclusion, of which Princeton is part, require renewed attention and commitment. Respect for others is essential to the University’s mission. Bias and disrespect are contrary to Princeton’s policies and our shared values.

Many students have articulately and passionately expressed their desire for a more inclusive campus culture and greater transparency, awareness and support regarding diversity and equity. These members of our community raised their voices – in conversation with President Christopher Eisgruber, through the USG Senate, and at Monday’s meeting of the CPUC – and we hear you clearly. President Eisgruber has asked us to organize a process to make recommendations to him and others about how to strengthen Princeton’s diversity, equity and inclusivity as well as provide opportunities to discuss national events. We will be taking two immediate steps.

First, we are organizing a Special Task Force on Diversity, Equity and Inclusion. The Task Force will include a steering committee and three action-oriented working groups. The working groups will focus on (1) policies and transparency, (2) academics and awareness, and (3) structures and supports. Here are the tentative descriptions of each working group. By January 10, we will provide more information about how you can express interest in joining a working group.

Second, it is essential that we hear from you about your experiences. Student voices and perspectives are critical. We will be organizing multiple ways to collect your testimonies and views, including private meetings, public forums, and online ways to share feedback. We hope that you will begin to share your thoughts immediately via the CPUC website.

As we work on improving our policies and programs, we want your feedback at every step of the way. If you have initial ideas now, please let us know. Please feel free to reach out to any of us, or use the CPUC website. You can also send comments to the CPUC Executive
Committee through vice provost for institutional equity and diversity Michele Minter at 
mminster@princeton.edu.

We wish you a healthy and restful winter break. We look forward to seeing and working 
with you in the new year.

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